



County of Los Angeles CHIEF EXECUTIVE OFFICE

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WILLIAM T FUJIOKA
Chief Executive Officer

April 2, 2010

To: Supervisor Gloria Molina, Chair
Supervisor Mark Ridley-Thomas
Supervisor Don Knabe
Supervisor Zev Yaroslavsky
Supervisor Michael D. Antonovich

From: William T Fujioka
Chief Executive Officer

Board of Supervisors
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First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

STATUS REPORT ON PLACEMENT OF DEPARTMENT OF PUBLIC WORKS CUSTODIAL STAFF (RESPONSE TO ITEM 24-B, AGENDA OF AUGUST 25, 2009) - SIXTH MONTHLY STATUS REPORT

On August 25, 2009, acting on a motion by Supervisor Ridley-Thomas, your Board directed the following actions related to the custodial program at the Department of Public Works headquarters building:

1. Instruct the Directors of Public Works and Internal Services to move forward with the hybrid model, maintaining County staff for daytime custodial services and contract out for night custodial services; and to consolidate custodial services from the Department of Public Works (DPW) to the Internal Services Department (ISD);
2. Instruct the Chief Executive Officer and Director of Internal Services to establish a labor/management initiative aimed at reducing costs, increasing efficiency, and improving the quality of the Internal Services Department's in house custodial services; and report back to the Board on the progress of the initiative no later than March 1, 2010; and
3. Instruct the Chief Executive Officer and Director of Internal Services to ensure all impacted staff currently working at the Department of Public Works are placed in comparable positions, and report back to the Board on a monthly basis.

This memo provides the sixth monthly report on item #3 of the above regarding the placement of existing DPW temporary custodial staff into permanent positions at ISD or elsewhere in the County. This memo also reports on item #2, detailing the progress of the establishment of the labor/management initiative.

"To Enrich Lives Through Effective And Caring Service"

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In our January 2010 status report, we indicated that two employees retained their temporary employment status while we sought to identify appropriate permanent assignments. The two individuals in question do not meet background and/or training requirements for several departments. Since that time, we have continued our efforts. However, given the current fiscal/budgetary status of departments with comparable positions, as well as background and training requirements, we have not yet identified appropriate permanent assignments. Unless directed otherwise by your Board, ISD will continue to work through April to identify regular positions. If no positions are identified by then, the remaining two employees will be released.

Item #2 of your Board's motion directed the establishment of a labor/management initiative aimed at reducing costs, increasing efficiency, and improving the quality of the Internal Services Department's in house custodial services. Representatives from SEIU Local 721, the Chief Executive Office Employee Relations Division, and ISD have established a Joint-Labor Management Committee consistent with your Board's instruction. This committee will oversee smaller sub-committees (Action Teams) that will focus on specific issues and processes to achieve the objectives set forth by the motion.

Representatives from all three organizations met on November 23, 2009, December 12, 2009 and February 1, 2010. The agendas for these meetings included presentations by representatives from the City of Los Angeles and Local 721 on successful labor/management models specific to enhancing custodial services. Protocols for the committee are currently in development and will serve as guidelines for the Committee as we proceed.

We will provide your Board with another status report in late April, 2010. If you have any questions, please contact me or have your staff contact Ellen Sandt at (213) 974-1186, or esandt@ceo.lacounty.gov.

WTF:ES:LS
TT:JJ:ef

c: Executive Office, Board of Supervisors
Internal Services
Public Works
Human Resources